

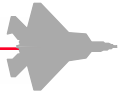


# **Staff Interaction**

## **Focus Group 2 Outbrief**

**Team Leaders: BG(s) Nagy and Col Cummings**

**Facilitator: Maj Ross**



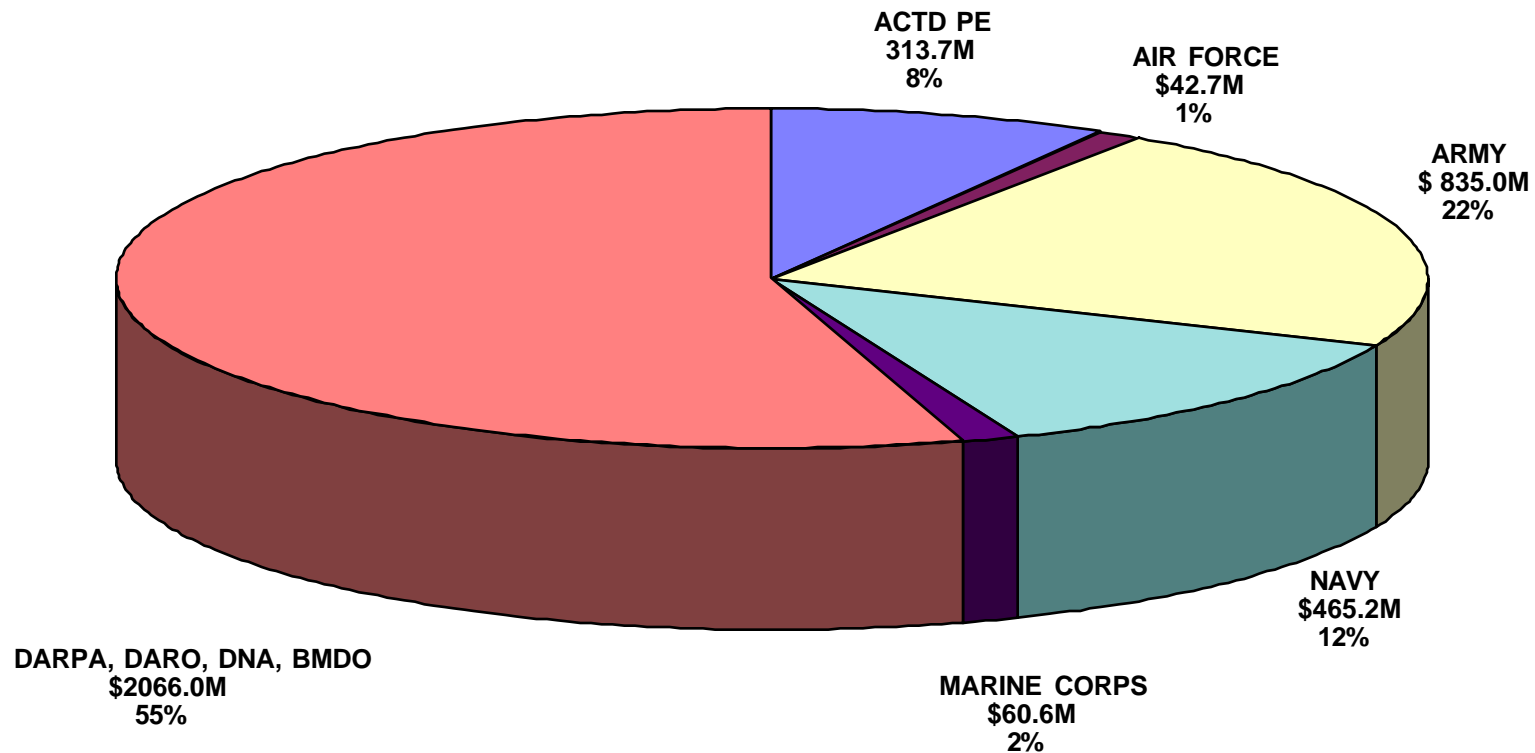
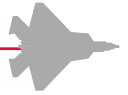
- Session 1      - Advanced Concept Technology  
                    Demonstrators (ACTDs)
- Session 2      - Education vs. Training
- Session 3      - AF IPTs
- Session 4      - Program Responsibility

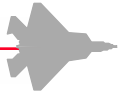


The lack of an Air Force corporate process for evaluating, staffing, funding and managing Advanced Concept Technology Demonstrators results in missed opportunities to evaluate new technologies and leverage OSD funding

## FY 95/96 ACTDs by Service/Agency (Including Out Year Funding)

AQ-XO OFFSITE





**Issue:** No formal AF corporate level process; Currently worked by ad hoc basis

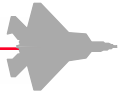
**Recommendations:**

- ♦ Establish AFROC as OPR to review/flesh out ALL ACTDs
- ♦ Staff candidates through Corporate Structure
- ♦ Fund OSD approved programs' first 2 yrs from existing PE
  - ♦ AF/PE to identify appropriate PE (not 6.1, 6.2, 6.3)
- ♦ Establish separate PE for out years for accepted candidates
- ♦ Brief ACTDs at next CORONA to get 4-Star support
- ♦ XOR, AQR & MAD support OSD "Breakfast Club"
  - ♦ Provide feedback

**OPR:** AF/XOR; SAF/AQR; AF/PEI



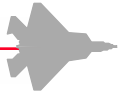
Today's education and training fails to adequately prepare our PEMs, AOs, and IPT leaders to effectively perform their duties.



Problem: Current training focus too narrow

- ♦ Teaches “how to do” not “why we do”
- ♦ “Few people understand how it all fits together”
  - ♦ ex. - Many acquirers don’t understand function of CINC’s IPL and impact on requirements process
  - ♦ ex.- Many operators don’t know who Dr. Kaminski is & what role he plays in meeting their requirements
- ♦ AOs want and need the “Big Picture”

**How can we give our AOs the “Big Picture” perspective?**



**Issue:** Current PEM/AO training inadequate

**Recommendations:**

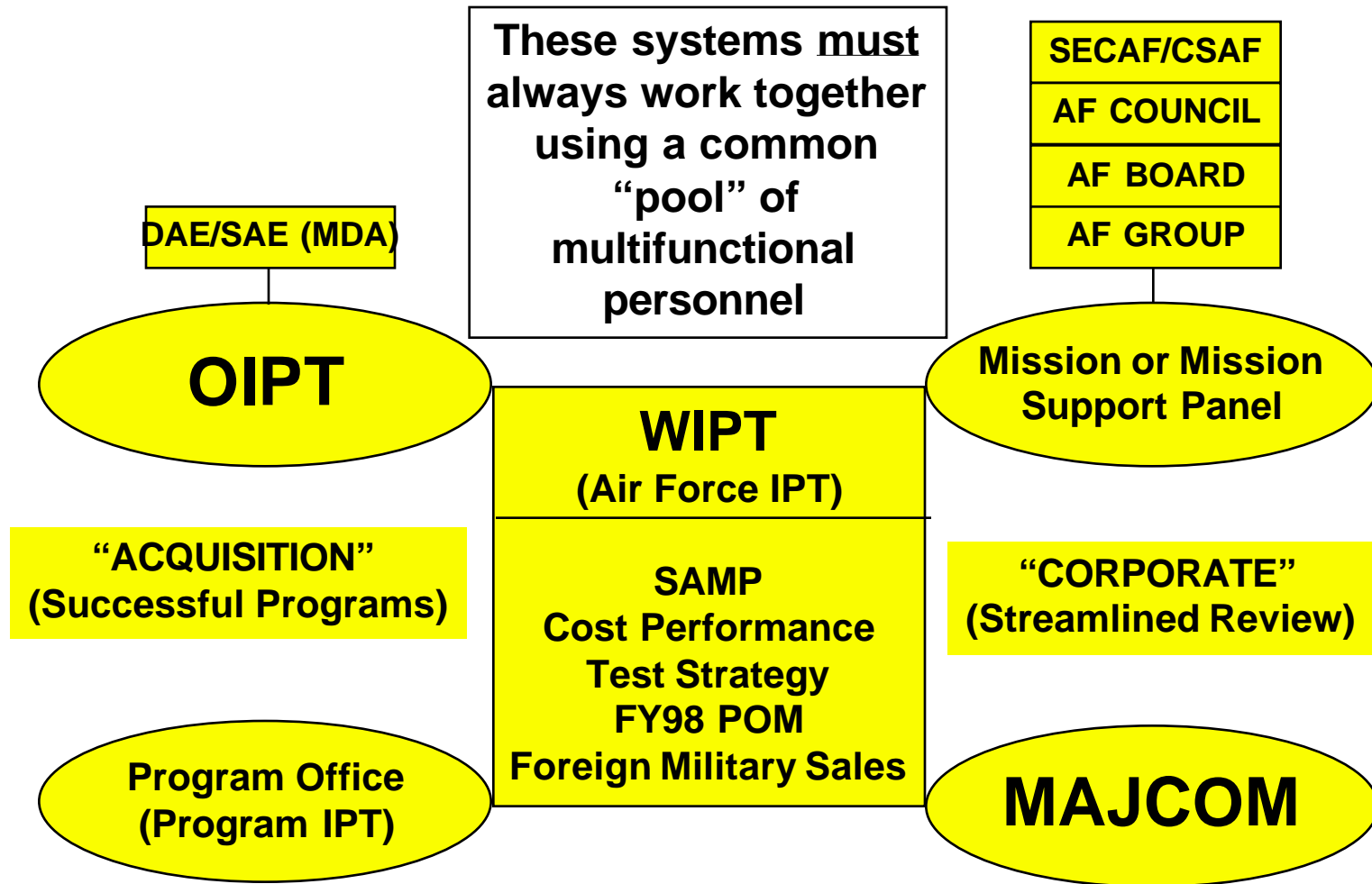
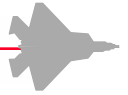
- ♦ Charter IPT to:
  - ♦ Develop PEM/AO “Big Picture” course (2-3 days)
    - ♦ Includes requirements, PPBS, Acq Mgt, IPTs
    - ♦ Solicit AETC course development expertise
  - ♦ Evaluate need for/recommend minimum standards
- ♦ Course mandatory for all PEMs & functional AOs
  - ♦ Within first 90 days
  - ♦ Make available to MAJCOMs

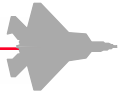
**OPR:** SAF/AQX



## Issue #3 AF Integrated Process Teams

AQ-XO OFFSITE





**Issue:** WIPT - Who's in charge?

**Recommendations/Actions:**

- ♦ Reissue existing guidance
- ♦ One lead PEM - he/she is in charge
- ♦ Validate/publish/maintain IPT directory
  - ♦ One WIPT w/ varying membership
- ♦ Ensure newcomers receive HQ AF IPT training
- ♦ AQ & XO will review personally and issue policy

**OPR:** AF/PEF

## Issue #4 Program Responsibility

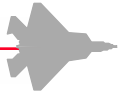


Lack of a clear definition of ownership and well defined transition criteria results in confusion and wasted effort



- ♦ What do we mean by ownership?
  - ♦ Responsibility for Program Element?
  - ♦ WIPT leadership?
  - ♦ Lead organization for cut drills?
  - ♦ Budgeting responsibility?
- ♦ Should responsibility for program and responsibility for PE ever be split?
- ♦ What criteria should be used to determine when management responsibility should transfer?
- ♦ Should every Air Staff agency have PEMs?

## Program Responsibility Cradle to Grave - Summary



**Issue:** Should there be a single lead at the Air Staff from program concept to disposal? If so, who? If not, what alternative organization?

**Recommendations/Actions:**

- ♦ AQ and XO will work personally
  - ♦ Don't need CSAF and SECAF help
  - ♦ Don't need impartial third party

**OPR:** AF/XO and SAF/AQ